

## College opens academy in New Delhi

Monday, January 21, 2013  
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New College Nottingham's International Lifestyles Academy (NILA), in New Delhi. Sujata Dewan, principal of NILA, with Nick Whitehouse, NCN director. See page 9

Michael Davis interview



Page 5

Campus Round-up



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inside...

# Audit exposes '£40m' ESF error

Chris Henwood  
@Chris\_Henwood

European funding could be at risk after a government audit uncovered "potentially" £40m-worth of errors over money dished out by the Skills Funding Agency, *FE Week* understands.

The situation was described as "significant and potentially damaging" to the reputation of the UK government and the agency, according to correspondence leaked to *FE Week*.

Errors were said to have been recorded against more than 25 providers in a sample audit of

applications for European Social Fund (ESF) money.

More than 80 per cent of the errors relate to just five of the providers.

"The collective error from this, of more than 7 per cent, represents a potential £40m error, of which the agency must cover £20m," according to the agency correspondence.

"This is therefore a significant issue and might lead to a suspension of payments to the UK and damage to the UK government's and agency's reputations."

It is understood a number of errors were clerical and agency officials have been told to go back to providers before a final audit report

### FE WEEK EXCLUSIVE

is produced.

"We may have an opportunity to affect the final report, and reduce the impact, by finding further evidence at these providers and reducing their errors if this is done quickly," it is added in the correspondence.

And an agency spokesperson said it would take action against providers who could not "produce the necessary evidence and paperwork to support an ESF claim for funding".

The audit on agency ESF spending by the Department for Work and Pensions (DWP), which has overall responsibility for managing Eng-

land's pot of ESF cash, took place last year.

Allocations from the ESF, according to the DWP website, are "based on regional employment and skills needs — for example, the numbers of people not in work and who do not have good qualifications".

The current ESF programme covers a five-year period from 2007.

It is distributed through public agencies such as the agency, the DWP itself and the National Offender Management Service.

The agency match-funds ESF money, from the European Commission, at 25 per cent and would therefore be responsible for, *FE Week* understands, £10m of the possible

overall error.

An agency spokesperson said: "The programme, like all programmes, is subject to a cycle of regular and routine auditing.

"These audits ensure providers have the necessary controls and evidence in place to support claims made for funding.

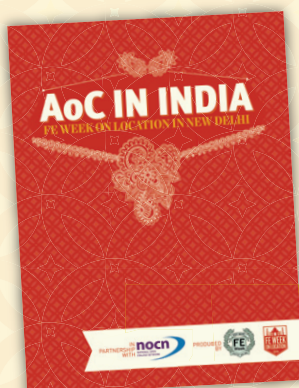
"The ESF programme is also audited by the DWP on behalf of the European Commission.

"If as part of one of these audits a provider cannot produce the necessary evidence and paperwork to support an ESF claim for funding, the agency will take action to recover those funds as part of our routine controls and procedures."

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## Top AoC in India tweets:



@MargueriteHogg

Flying out tomorrow for @AoC\_India @AoC\_info launch! We'll be keeping you posted next week on all the exciting developments with @FEWeek



@dawnwardbsdc

Looking forward to our office launch with @matthancockmp Celebrating the best of British education and Skills training



@AoC\_India

A big shout-out to @NSDCINDIA #DGET @FICCI\_SkillsDev @CII\_India #NIIT #CentumLearning for the support provided last week to #AoCInIndia launch



@AshaKhemkaOBE

AoC India 2013 launch in Delhi by @matthancockmp. A ground-breaking partnership - 30 FE colleges & #India #skills emerging landscape



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# Union strike threat over new dismissals

Eleanor Radford

@EleanorRadford

A bitter dispute over the sacking of lecturers at a Midlands college looks set to worsen.

The University and College Union (UCU) balloted members at Halesowen College, near Birmingham, on strike action on Friday over the dismissal of three lecturers — all active UCU members.

The union had already staged one protest when just before Christmas maths teacher and the union's branch secretary David Muritu was "unfairly" dismissed from his job.

Union bosses said Mr Muritu was told he was sacked due to students' results, but they say they are above the national average and the college was to blame for any poor results.

Nick Varney of UCU said: "This is the first time in all my years' experience where a disciplinary procedure has been used to dismiss people over national benchmarking."

He said all four teachers had good records and it was the college's failings such as refusal to pay for specialist cover for long-term sickness and lecturers expected to teach two different classes in two different rooms at the same time, that were instead to blame.

He added that groups of students were being pushed together even though they are supposed to be studying different material, non-specialist staff regularly covered maths sessions and there was failure to provide teaching for students in the run-up to exams. "Selective use of information" is what al-

lowed Halesowen to get rid of the staff, according to the union.

Mr Varney added: "There is now a question over whether teachers in FE colleges can be dismissed purely on students' attainment making it a national issue."

Halesowen College denied it acted improperly and said action to address concerns about performance was not "undertaken lightly".

Principal Keith Bate said it would not be appropriate to comment on the details of the situation but that they "completely refuted" "allegations of improper conduct being made against the college which appear to be associated with this situation".

"The college will not condone consistent failure to deliver expected standards of performance including the need to be accountable for outcomes in accordance with established values and codes of conduct," he said.

"Where there are any exceptions to a picture of strong performance being maintained across the college, it is vital that action plans are put in place with additional support and resources in order to prepare students to achieve expected levels of attainment.

"I wish to make clear to all staff that action to address concerns about performance and attainment is not undertaken lightly. In any such case, the college is committed to a detailed investigation of the position including reference to performance data and individual meetings with the staff involved and managers who have worked with the relevant team; that is the approach that was taken in this case."

# Clawback 'possible' on £91m overpayment

Chris Henwood

@Chris\_Henwood

Providers who shared in a £91m Skills Funding Agency overpayment could yet be asked to hand back some of the cash while current allocations could also be reduced, *FE Week* can reveal.

The agency published details this month of providers who received funding for education in the 2011/12 academic year that they had not delivered.

The overall figure totted up to £91m and the agency said it was looking at cutting 2012/13 allocations — but it has since said it was also "in discussions" separately with a view to seeking clawback.

An agency spokesperson said: "The agency published figures for the end-of-year performance position for colleges and training organisations for the academic year 2011/12 in December 2012.

"Where the published data shows that a college or training organisation has funds against which it has not delivered, the agency is in discussions with each provider about the use or return of any funding not delivered.

"The agency continues to ensure funding is used for the direct benefit of learners and

employers."

The agency declined to name the providers affected and those who could be asked to pay money back.

Learndirect, Newcastle College and South Thames College topped the list of overpaid providers.

Learndirect delivered £117,132,144 of education, but was paid a further £5,333,722.

An agency spokesperson said it had been in talks with the Sheffield-based firm and that its funding was now assessed differently with it having turned private. It was bought from the Ufi Charitable Trust in 2011 by LDC for around £40m.

"While Learndirect is now a private provider, this did not apply to the whole of the academic year 2011/12," she said.

"Discussions are taking place with Learndirect, as with all providers, about the use of or return of funding not delivered.

"Learndirect now operates under new terms and conditions and is paid like all other private training organisations on actual delivery."

A Learndirect spokesperson said they "discuss regularly with the SFA the use of funding," adding: "We have offered to use funding from last year to help support the current demand for Learndirect provision."

Newcastle College received £38,197,511 of

## FE Week news in brief

### President race on

The current vice president for NUS FE has put herself forward to become national president.

Toni Pearce said if she was elected as NUS president she would fight for an information, advice and guidance service for all ages and a single central admissions and applications system for HE and FE.

If she succeeds from current president Liam Burns who has pledged his support, she will become the first vice president from FE to represent the NUS nationally.

### Out to tender

The Skills Funding Agency is inviting providers to tender for the delivery of an apprenticeship pilot for 16 to 18-year-olds.

The agency said it aimed to increase the volume of 16 to 18 apprenticeships and had invited bids from providers published on its Register of Training Organisations who had expressed an interest in delivering apprenticeships but didn't have an existing direct contract with them.

The procurement will close on January 23.

### New patron for IfL

A new patron has been announced for the Institute for Learning (IfL).

IfL said it was "thrilled" Baroness Helena Kennedy had accepted its invitation to the post.

Baroness Kennedy is a leading barrister and expert in human rights law, civil liberties and constitutional issues. She is also a member of the House of Lords, chair of Justice, a fellow of City & Guilds and a supporter of further education and its role in addressing disadvantage.

agency cash, £4,731,682 more than the value of the education it delivered.

A spokesperson said the overpayment was "a national issue and most FE providers did not fully meet their contracts, mainly due to a late change in the rules by the agency about who was eligible for fully-funded courses."

He added: "We had the largest contract of any FE provider nationally, so naturally we also had one of the largest surpluses. However, when looked at as a proportion of our contract, the overpayment is 14 per cent, which puts us 44th in the table [based on percentage overpaid]."

However, he said it was "not appropriate us to comment further at this stage [on potentially paying the agency back]."

South Thames College was paid £19,297,14, £2,447,968 more than the value of education it delivered.

A spokesperson said it had nothing to add to its initial statement on the overpayment itself, which read: "Despite the college delivering 98 per cent of the adult standard learner numbers in 2011/12, it achieved some £2.4m less funding for the same volume of work compared with 2010/11.

"The reduced funding resulted from changes introduced by the agency for 2011/12, in particular the changes regarding benefits categories."



# Providers 'anxious' over growth cash

Eleanor Radford

@EleanorRadford

Training providers said they could be left thousands of pounds "out-of-pocket" after the government unexpectedly doubled functional skills rates.

The Association of Employment Learning and Providers (AELP) is currently in talks with the Skills Funding Agency (SFA) about the impact English and maths rates more than doubling has had upon growth requests from providers to the agency for the first quarter of the year (Q1).

SFA issues providers contracts and at each quarter assesses how they're performing. If they're underperforming they can deduct money and if they're over-performing providers can put in a case for growth to get more money — a growth request.

Paul Warner, director of employment and skills at AELP, said many providers had expressed "anxiety and confusion" because the functional skills rate rose after Q1 growth requests had been submitted, meaning many providers had now "topped out their contracts".

This has led to some having to turn away apprentices with the loss of thousands of pounds.

Matt Garvey, managing director of West Berkshire Training Consortium, told *FE Week* the functional skills rates increase was welcomed but the "unintended consequence" was his not-for-profit organisation would have to use money from reserves so they didn't have to turn away learners.

"We've got one group of 12 unemployed adults starting this week and we didn't feel we could cancel them so we have paid out of our own pocket," he said.

"We cannot put any additional starts on.

"We're now having to remove learners from our contracts and having to find providers who are underperforming to see if they'll take them off us which is giving us a competitive disadvantage," he said.

"It feels uncomfortable but our priority is that the learner can continue."

He said the issue would cost his organisation between £7,000 and £10,000 per group.

"So far we've had to pay £30,000 delivery that we can't fund in the pipeline," he said.

Mr Warner said: "We have had a good deal of anxiety and confusion over Q1 growth requests.



West Berkshire Training Consortium's website

Many providers have run out of their contracts faster than they thought they would. Some are now in a situation where because they've topped out their contract value they cannot afford to start further starts because there's no guarantee they'll get further growth in Q2."

"We're trying to work with SFA to figure out how to make the Q2 growth process get over this issue. Through no fault of their own some providers were caught out by a rates rise that they weren't able to factor into their growth requests."

The SFA said in their publication Performance Management

of the Sector for

Quarter Two 2012/13: "The agency will look at funding needed to support changes introduced for English and Maths. Then, where funding allows, we will continue to expand the offer to the unemployed and provide growth for Apprenticeships where there is clear employer demand."

An SFA spokesperson said: "The updated allocation/maximum contract values will be published at the end of January.

"Following the quarter 2 review the agency will publish the updated allocations/maximum contract values during April."

# Inspection 'delight'

Eleanor Radford

@EleanorRadford

The principal of an FE provider said she led her centre to an outstanding Ofsted inspection result by focusing on teaching and learning.

Maria Gilling, 52, principal at Walsall Adult and Community College (WACC) (pictured right), said she was "delighted and really proud" of her staff for achieving grade 1 — outstanding — in 23 out of 24 Ofsted category areas.

The local authority provision centre which caters for around 8,000 learners and employs around 160 staff was inspected in December.

"I feel most proud of our teaching and learning results and delighted for our students and staff," said Ms Gilling who oversaw a merger between of Walsall Community College and the College of Continuing Education which created WACC in 2009.

The centre was last inspected by the education watchdog in 2010 when it was deemed grade 2 — good.

"Because we were inspected in 2010 we were truly not expecting this. Obviously under the new inspection framework there is such a short notice period so what Ofsted see is truly what happens every day.

"During our previous inspection teaching and learning was deemed satisfactory but that's not what we're about so we focused on effectively shifting two grades in that area."

She said her passion came from her own teaching background after working for a number of years as an English, communications and media teacher.

"I sent out the message really clearly that every day of every week the student comes first and I tried to develop a real pride in our teachers, recognising they have a really



demanding job to do. I've invested in their support, training and development.

"We also have high expectations of our students," she said.

Another area of which she feels exceptionally proud is equality and diversity which has also shifted from satisfactory to outstanding. WACC is located in some of the most deprived areas of the country, she said and the borough of Walsall has one of the highest rates of unemployment. The number of people claiming out of work benefits is one third above average.

"We have dealt with this by cultivating a culture of inclusion," she said.

"This college is for its community and reflects the community. We wanted to reach out to those with the least opportunity of success in the past, many of whom are adults not in education, employment or training (NEET).

"These individuals do not respond to newspaper adverts and posh brochures — they respond to human connection."

She said they reached out to this group by working with eight partners across the borough such as local and social housing groups and drop-in centres and fostered a "very good" partnership with Job Centre Plus.

Under a new common inspection framework (CIF) introduced by Ofsted in September, at the time of going to press, no general FE college has been graded outstanding.



## LIVE WEBINAR: HOLISTIC ASSESSMENT AND THE APPRENTICESHIP FRAMEWORK

Tuesday 22 January, from 2pm until 3pm

Are you delivering health and social care apprenticeships?

If the answer is yes, we would like to invite you to join our live online webinar, on Tuesday 22 January 2013, from 2pm until 3pm. This will provide you with the opportunity to explore ways of streamlining the assessment process, whilst improving the quality and sufficiency of evidence.

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FE Week customers will receive a 10 per cent discount on the listed price of Tribal's health and social care programmes.

To reserve your place at the webinar, please contact Katie McLaren by email at [katie.mclaren@tribalgroup.com](mailto:katie.mclaren@tribalgroup.com) quoting 'FE WEEK/HSC-SO'



## Editor's comment

### Exporting FE plc

While universities in the UK have long been capitalising on the foreign market both here and abroad, the FE sector seems to have been less willing, or able, to take similar advantage of its vocational expertise.

Why this should be the case is unclear.

Perhaps it's a combination of being on a smaller scale, receiving less government support or the lack of a 'university' brand?

Avid readers will recall an FE Week story in which colleges were warned by Ofsted chief inspector Sir Michael Wilshaw to concentrate on making sure their own houses were in order before looking at far away opportunities.

He posed the question as to whether colleges were focusing on Delhi at the expense of Deptford.

It is right to ask the question, and all the colleges and their governors involved in AoC in India (as reported on pages 8 and 9) will have no doubt reassured themselves that their service to the local community won't suffer as a consequence.

And financial success abroad should be reinvested at home.

So, on the basis that local communities are well-served and the UK's colleges have just as much to offer as its universities, the AoC in India initiative is to be applauded and wished well.

Nick Linford, editor

## Correction

Short, snappy, intriguing, preferably clever and sometimes funny — a good headline should hit most or all of these targets, and a few more besides.

Plus, correct spellings go without saying. And a college that is seeking to enrol more under-represented groups, such as women, people with disabilities and those from ethnic minority backgrounds, on to Stem (science, technology, engineering and maths) subjects deserves all of the above.

Yes, there's no reason to deny Burton and South Derbyshire College a good headline.

Indeed, in stating it was 'defying stereotypes' by trying to attract these groups to construction-related courses we almost nailed it on a page 12 campus round-up piece. Almost.

Instead, our headline writer took a hammering with "College 'committed to denying stereotypes'," missing committed's double T.

#### Have you spotted something wrong with this edition of FE Week?

If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at [news@feweek.co.uk](mailto:news@feweek.co.uk) with Corrections in the subject line.



## College gets £2.2m funding immunity

Chris Henwood

@Chris\_Henwood

A failing London college was allowed to sidestep official funding rules to keep a £2.2m overpayment as it merged with a neighbouring college.

Southwark College, which was graded inadequate following a December 2011 Ofsted inspection, merged with Lewisham College in a move welcomed as delivering "a stronger and more secure further education college".

The merger with Lewisham College, which was graded satisfactory following Ofsted inspection last March, took place six months ago.

It had been on the cards for a year and the new, merged college is expected to be rebranded LeSoCo.

Local MP Simon Hughes, deputy leader of the Liberal Democrats, hailed the merger.

"At last a stronger and more secure further education college for Southwark has come into being," he said.

But it came after Southwark College had avoided Skills Funding Agency rules on

handing back money where education has not been delivered.

An agency spokesperson said it exempted the college from "normal year end rules," to protect the interests of learners and employers.

The college had delivered £7,184,525 of 19+ SFA-funded education in the 2011/12 academic year — but was paid £9,386,395.

The overpayment should not have been possible because of the difference between the amount of funding allocated to the college and the value of education it delivered.

The rules governing the issue — reconciliation rules — say that colleges can't keep the overpayment if the amount allocated is more than 10 per cent above the value of delivery. The difference at Southwark College was above this 10 per cent.

An agency spokesperson said: "Southwark College merged with Lewisham College to address an inadequate offer of provision to learners and employers.

"To ensure the interests of learners and employers were protected, the agency at the time agreed to remove the College from the normal year end rules.

"The agency is ensuring that the merged

college is able to meet its current financial obligations and deliver to its current funding agreement."

A spokesperson for the merged college, which currently goes under the title Lewisham College incorporating Southwark College, said: "We have nothing further to add to the agency statement."

The combined college, which has the rights to the Lesoco.net internet domain, is led by Lewisham College principal Maxine Room CBE.

Mr Hughes said after the merger last year: "It is a tribute to the two governing bodies, the Skills Funding Agency, the Department of Business, Innovation and Skills, and not least to the two principals of the two partner colleges, Ruth Gilbert and Maxine Room, that this merger has taken place.

"The next job is to build up the profile and range of courses provided by the new college to maximise the chance for local people of all ages to gain the skills and qualifications they need for the job market of today and tomorrow."

Southwark College was dissolved and its assets and liabilities transferred to Lewisham College.

## Comments

### Colleges given green light to recruit full-time 14 and 15 year olds

I am very pleased but concerned. Having been a curriculum leader for 14/16 programs, there needs to be more clarification on who actually is responsible for the learners. I had so many problems with schools when running the courses. They gave very little learner information, did not seem to be concerned when we flagged up behaviour or safeguarding issues and were only interested in the 6 weekly tracking/monitoring document I used to send through with the retention data. If this is to become the responsibility of the colleges then that is fine as long as sufficient training/knowledge in legislation and policy is given.

Jan (FE Lecturer)

### Uncertainty warning over apprentice loans

In some areas of work, demand for 24+ apprenticeships will drop to nil. We deliver apprenticeships and qualifications in Childcare. In the case of our 25+ learners, in the vast majority of cases they are only doing an apprenticeship as it's the only way of funding the level 3 Diploma in Childcare that they need.

If learners have to borrow money why on earth would they borrow money to do the main aim plus Maths, English and ICT Functional Skills when they can borrow the money just to do the main aim which is all they need for their job?

Liam Ryan

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FE Week profile

# Michael Davis ~ his story

Chris Henwood

@Chris\_Henwood

## Chief executive of the UK Commission for Employment and Skills talks to FE Week

The phrase “experiential learner” is one that Michael Davis drops into conversation just as the interview draws to a close.

The reference, coming amid discussion of his management style, had been preceded by a notebook scribble that read: “Loads of learning experiences.”

The striking thing about this was not the interviewer’s perceptive (if somewhat simplistic) entry, but the open and informative nature of the interviewee’s responses. Plus, of course, their sheer volume.

This is because the UK Commission for Employment and Skills chief executive is a man on whom hitherto seemingly little information was available.

Internet trawls uncovered limited detail on the man, who, it can be revealed here, is a dad-of-two from Leicestershire.

It was a situation that, admittedly, led to presumptions of a relatively unrewarding interview.

In truth, quite the opposite was the case as conversation moved freely between the personal and the professional.

For example, throughout there were surprisingly easy references to his 11-year-old daughter, Charis, seven-year-old son, Luke, and 40-year-old wife, Julie.

In outlining his own varied career path, for instance, he explains the advice he gives Charis.

“She has just started middle school and it feels like she’s just grown up overnight. Suddenly make-up’s gone on and all that sort of stuff, and she’s started conversations about what she wants to be when she grows up. Suddenly, this seems to matter to her,” he says, having listed the police, an accountancy traineeship and a post with a friend’s marketing firm among his early workplace experiences.

“These conversations have gone along the lines of me saying: ‘It’s great to have ideas of what you want to be when you grow up, but don’t get too precious about them because where you finish up is probably nowhere that you thought at the start’.

“It’s easy to look back as a grown-up and see a plan or a sensible career, but in reality there’s probably quite a bit of luck.”

So what luck has played its part in seeing this 39-year-old economics graduate from Lancaster University, where he achieved a 2.1, end up at the top of a public body with a £74m annual turnover?

As you’d expect, it all comes down to experience.

He says he has been lucky to learn from “role model” chairmen in three of his jobs and chief executive at both the commission and

Leicester-based Centre for Enterprise (CFE), and board director at lighting firm Lastolite.

These are the commission’s Charlie Mayfield, who has also been the John Lewis Partnership chairman since March 2007; former CFE chairman Professor John Coyne, who is also vice chancellor of the University of Derby; and CFE founder and former chairman Martin Henry OBE, who also ran Lastolite.

“I’m very much an experiential learner so I’ve been lucky to have had three really exceptional chairmen to work for,” says Davis, who has also served as governors’ chair at Leicester College.

“Charlie is an exceptional person to work for. He is very inclusive and brings out the best of all of our different commissioners. But my two other chairmen, although not as well known, were equally brilliant.

“John is a brilliant economist and has a very dry sense of humour, but he’s thoughtful and analytical. He pushed on my thinking.

“The person who recruited me to the CFE was Martin. He had years and years and years of experience, but he would never try to have a conversation with me that included him saying, ‘In my experience.’ He would never say that to shut the conversation down.

“He would just gently, but constantly question me until I’d figured something out for myself and he did a lot to bring on my confidence.”

## “It’s great to have ideas of what you want to be when you grow up, but don’t get too precious about them”

The effect of such inspirational characters on Davis’s own style of management comes out as an emphasis on positivity, similarity and conciliation crops up elsewhere in conversation — from a lack of ability at karate, to the unexpected revelation of a love of all things Triumph (the British motorbike firm) and the possibly-conflicting funding approaches favoured in apprenticeship reviews carried out last year by Doug Richard and Lord Heseltine.

“I was captain of a university karate club, but probably more for my management of it than competitive ability,” he says, continuing positively: “I doubt in competition I was much of an asset to the team, but when I left membership was up, money in the bank was up and we were paying our instructor more.”

Meanwhile, motorbikes are a source of similarity between, of all things, economists and engineers.

“I’ve always had motorbikes,” says Davis, who was raised in Redditch, Worcestershire.



Picture by Nick Linford for FE Week

“Around six of us friends go away for a week each year. They’re all engineers and we’ve been to Europe and Scotland. They say that if you ask ten economists a question you’ll get ten different answers, but it’s the same with engineers — if something goes wrong with your bike and you ask five engineers, there’ll be five different things wrong with it.”

But perhaps the most impressive leap of bridge-building faith is his analysis of the reviews of former Dragons’ Den investor Mr Richard, who wanted to see the tax system fund training, and Tory grandee Lord Heseltine, who called for Local Enterprise Partnerships (LEPs) to bid for training cash from a centralised pot.

“What both [reviews] did was to recognise the role of vocational skills and vocational education,” says Davis, whose time is divided between a South London flat for work and his East Midlands family home at the weekends.

“You can choose to interpret Heseltine and Richard as trying to do something different, but what they’re both trying to do is get employers and businesses much more involved in how the system works.”

And the commission itself figures as Davis evaluates his management style.

“I’ve been involved in business dealings prior to the commission where there was a risk of two parties falling out,” he says.

“My approach was to keep restating what they agreed on and then explore what they disagreed on and conclude by saying, ‘so we do all agree on this and these things we disagree on’ and keep going at it and over time the list of what we agreed on went up and what we disagreed on went down.”

He adds: “What the commission wants is a society in which people are highly-skilled, well-utilised and have good and meaningful careers.

“Nobody disagrees with the outcome we’re trying to achieve, so it’s always a question of

how best to achieve that.”

“Central to the commission is creating the space where businesses, colleges and schools really work closely at every level, like designing courses and providing good work experience.

“And what the commission has is a fantastic leadership model. We work really hard in profiling our commissioners, which is why you won’t find anything on me.”

Until now, that is.

### It’s a personal thing

#### What’s your favourite book?

The Complete Works of Shakespeare because it only cost 79p on my Kindle. It was the first piece of fiction I’d read in 20 years, which is quite embarrassing

#### What did you want to be when you were younger?

A policeman

#### What do you do to switch off from work?

Take an interest in anything on two wheels

#### If you could invite anyone to a dinner party, living or dead, who would it be?

My late nan, Margaret Peagam. She was really quite influential with a very strong work ethic. That’s better than what my kids said. Luke said Darth Vader, Emperor Palpatine and a Storm Trooper. And then my daughter, who has a brilliantly dry sense of humour, said: “Yoda, so I could offer him a booster seat.”

#### What would your super power be?

A Sky Plus controller, so I could skip through boring meetings and slow down interesting times. Luke said he wanted one to skip through maths



## FE Week Experts

# Let's make the FE Guild representative

As the FE Guild goes through its early stages of formulation Robin Landman OBE considers an opportunity for the group to create a representative FE workforce.

As we approach the beginning of the brief consultation period for the proposed FE Guild we need to give some serious collective thought to what this new FE formation is for, and what it will actually do.

In his foreword to the guild prospectus, John Hayes referred to '... a modern guild – an employer-led partnership, which brings together key sector interests including employee representatives'. He goes on to say, 'it is crucial that the guild is truly of the sector, by the sector and for the sector'. A jaundiced observer might pose the question, if the latter statement is true, why did the call for the guild come from the minister of state, rather than from members of the sector?

However, since it is clear that the guild is now the only show in town, we must give substance to the former minister's aspirations, rise to the challenge and ensure that the guild is fit for its eventual purpose.

Members of the Race Equality Workforce Action Group (REWAG) — a cross-sector group working towards an ethnically representative workforce — have been discussing the challenges inherent in working to achieve its goal at a time of massive budget cuts.

The recently-published census has graphically confirmed that Britain has changed more rapidly than most of us had anticipated, and this makes the development of a representative workforce vital, to reflect modern Britain and to recognise the fact that nearly a quarter of our students are from BME communities or from the rapidly growing 'mixed' category. Counter-intuitively, though, the FE workforce is, according to LSIS data, becoming less diverse, with the largest growth coming from the white British category, probably as a result of more redundancies amongst BME community groups.

The FE sector has a great story to tell the other education sectors. After the report of the Commission for Black Staff in FE, the Black Leadership Initiative (BLI) was created, and its work, initially alongside and subsequently as part of the Network for Black Professionals (NBP), led to a major improvement in representation at the most senior level. From four black principals in 2002, the number peaked at 16 in 2011, and is now 14. This makes FE leadership the most representative of all education phases, achieved primarily because the BLI was such a successful, and cost effective, positive action intervention, its consistent and high impact recently recognised by the Queen's Diamond Jubilee Award for Volunteering.

REWAG believes that this issue is a crucial one for the sector, and that it offers an impor-



tant opportunity for those developing the guild to ensure that it is firmly on its development agenda. This would give substance to the vision for the guild that it is 'an employer-led partnership drawing in employee representatives organisations and sector bodies concerned with workforce development'.

As well as the longer-term, REWAG members were concerned about short-term considerations. LSIS will wind up in March, and the earliest date for the guild to become operational is August, so there is a risk that the implied hiatus could have serious implications for the BLI. REWAG members seek assurances that some bridging funding is earmarked for what could be a prolonged period of uncertainty.

## “It was an oversight to have an all-white, all-male panel presenting the bid”

We also want to see representation of the whole spectrum of FE membership organisations involved in the development of the guild. It was an oversight to have an all-white, all-male panel presenting the bid consortium at the AoC conference, and that needs to be corrected by the inclusion of the Women's Leadership Network and the NBP in future discussions, so our sector is seen to be serious about a modern conception of professionalism.

In addition, the BLI Strategy Group – a powerful and representative reference panel, met last week and was clear in its view that the BLI model works well, that it needs to be retained and indeed there is clear scope for the approach to be utilised by the sector, with appropriate adaptation, in the other equality strands.

*Robin Landman OBE, chief executive of the Network for Black Professionals (NBP)*

# What it means to offer a true apprenticeship

We need to send out a clear message about apprenticeships — don't dumb down the brand, says Graham Hasting-Evans.

An independent review of apprenticeships published in November called on the government to improve their quality and make them more focused on bosses' needs.

Its author, Doug Richard, entrepreneur, educator, former Dragon's Den star and founder of School for Startups, was asked to consider the future of apprenticeships in England, and to recommend how they could meet the needs of the changing economy.

His subsequent findings recognised the good provision that exists today, but emphasised the need for greater ambition if all apprenticeships were to meet the standards of the best.

Commenting on the launch of his review, Doug said: "No matter who I speak with, everyone agrees that apprenticeships are a good thing – but only when they are 'true' apprenticeships. With the myriad of learning experiences which are currently labeled as apprenticeships, we risk losing sight of the core features of what makes apprenticeships work, so my conclusion is that we need to look again at what it means to be an apprentice and what it means to offer an apprenticeship as an employer."

Although not everyone agrees with everything he said, he did make a few points that I personally believe make sense; including things that we, as a sector have been concerned about for some time.

He echoed debates that have been reported in these very pages. For example, that the title 'apprenticeship' should be reserved only for jobs requiring sustained and substantial training.

We need to avoid calling every programme of vocational training an 'apprenticeship'. We risk undermining the true benefit of this key way of delivering the skills that industries need.

Earlier in November the Business, Innovation and Skills (BIS) Committee also published a report on apprenticeships, highlighting areas of the government's apprenticeships programme which needed to be developed.

Commenting on the report — the result of an 11 month inquiry — the chairman of the BIS Committee, Adrian Bailey MP, said: "The apprenticeship programme can play a key role in resolving some of this country's most pressing issues. It can help us to create a more skilled workforce, to increase employment and to generate sustainable economic growth." He concluded: "Young people in this country should be given every chance to fulfill their potential in school, in work and in life."

While apprenticeships may need a new look for 2013, it would be well to remember that they have been around a long time. In the building industry they refer to apprenticeships for the "biblical skills" which gives



you some idea about how long these have been in existence. Traditional apprenticeships, like those in building and other professions and trades, have a long and successful history. For generations they have given employers confidence that the person with the apprenticeship ticket can do what it says on the certificate.

Over the last decade an increasing number of apprenticeships have been developed for other skill areas. This is to be applauded in principle. We all recognise that an apprenticeship needs to include:

- A period of working under supervision and being developed to be completely competent (work based)
- Theoretical knowledge and understanding;
- The common skills that employers look to for all employers – functional skills and employability skills;
- Employment rights and responsibilities;
- Safety; and
- Personal learning and thinking skills

All over this is very good BUT (and there is always a but isn't there?) the apprentice needs a sensible period of time in which to gain all this knowledge and practical experience.

We have to realise that this may vary between skills, but what is crucial is that employers have confidence in the time that the apprentice has been studying and learning in the work-based environment.

There is a major risk that funding and time pressures can result in corners being cut. Organisations try to get apprentices through the whole process in timescales that allow them no time to really achieve the required standards which an employer wants and needs.

Let's not make the mistake of dumbing down apprenticeships and damaging a respected institution that has a long and successful track record. In short let's not damage a great brand that's been around for centuries by short-termism!

*Graham Hasting-Evans is the managing director of the National Open College Network*



## FE Week Experts

# FE reaches the parts others can't reach!

**Could a revolution in the promotion of FE be brewing? Graham Morley looks at how colleges could learn a lager lesson or two.**

Anyone who visited the Skills Show 2012 at Birmingham's National Exhibition Centre in November could not help but be impressed by the spectacle of thousands of young people 'having-a-go,' they also competed in skills competitions or received truly impartial information, advice and guidance.

The show played host to businesses, Sector Skills Councils, awarding bodies and training providers and colleges standing side-by-side with the sole intention of demonstrating how fruitful and rewarding a skills-based career could be.

I wonder though, just how many of the meandering crowds noticed the seismic shift that has quietly taken place in colleges in the East and West Midlands.

The collaborative work of colleges reminded me of a conversation I had at a business event earlier in the year.

I was placed at a table next to a gentleman who had been a senior sales executive in the brewing industry.

During the conversation he commented that he wished many sectors would learn the lesson provided by the brewing industry in the '70s and '80s.

The lesson was simple — what they wanted to do at that time was to change men's drinking

habits to lager from the then more usual beer.

The key players in the lager industry agreed that while they would compete on price and qualitative attributes they would not criticise each other and would collectively promote the benefits of lager over beer.

The result is plain to see — lager outsells beer. Many thousands visiting the Skills Show noticed and engaged with the Further Education Feature area where 12 colleges came together with just one intention.

**“A key element in excellence in competition is to surround yourself with talented individuals”**

This was not to compete with each other, but to collectively promote the value of FE to visitors and to help them make the right career choice.

A single brochure was produced, three full days of showcasing organised without a single item of college branding and activity stands agreed and allocated.

All of this was designed to demonstrate how good colleges are at meeting learner needs to ensure individuals who come to us have the best possible support in achieving their ambitions.

The original 12 will be at the next Skills Show when more colleges join our quest to promote the value of FE colleges to the communities we serve.

But the story doesn't end there. Now college principals and marketing teams have seen the benefits of this approach, they are starting to explore further collaborative opportunities that promote the value of colleges in a single collective voice.

The timing of this change in approach could not be better in some ways.

The introduction of Local Enterprise Partnerships (LEPs) over the past couple of years requires colleges to collectively meet the emerging skills agendas.

It is unreasonable to expect LEPs to consult with individual colleges to identify and meet the skills needs of the area. They need a single point of contact they can turn to for accurate and timely data to inform their decision-making and equally to seek support for delivery against their identified skills needs.

If the FE sector does not provide this unified service I fear the calls for skills budgets to be routed through the LEPs will gain momentum.

If the LEPs perceive a void in the provision of skills training they will look to fill it through commissioning.

Fortunately, the approach of the 12 colleges



to the Skills Show has proved beyond doubt that we can work effectively as a whole and in the Midlands the momentum continues as we work together to support the work of the local LEPs.

Of course, competition is not a bad thing, but a key element in excellence in competition is to surround yourself with talented individuals or teams that stretch, challenge and test your abilities. FE is no different.

By working together colleges can raise the bar, respond effectively to the nation's skills needs, but most importantly we can enable our young, our unemployed, our businesses, to make informed choices about their future.

*Graham Morley, principal of South Staffordshire College*

## A framework for Ofsted success

**The fear an Ofsted inspection can strike into the hearts of principals is well-known in FE. But could that be changing under the new way of assessing colleges? Stuart Rimmer explains his experience of the revamped inspection framework and the improvements he sees within it.**

**“They are coming”** — it was a simple statement from the principal on a Thursday morning that needed no further explanation.

The growing reputation of Ofsted's new Common Inspection Framework (CIF) for being tough, added to conspiracy theories abounding about the downgrading of the sector, made it a nervous time.

So what was the inspection like? Anyone in a senior post within FE is acutely aware of the impact an inspection can have on reputation, stability, job security and the ability to deliver future improvements.

Overall, our experience of the new Ofsted framework was that it felt fair, collaborative and thoroughly focused on teaching and learning.

This new focus on teaching, learning and assessment meant the range of teaching inspectors saw — including work-based learning provision — combined with the volume of students they manage to speak to, led to there being very few hiding places.

The old potential for entirely 'stage-managed' inspections has quite rightly gone.

The focus on success rates as the key performance measure remains strongly in place as the starting point for inspection.

The outcomes for learners is much broader now. The definition of teaching, learning and assessment within the handbook is also wide and varied.

The 'seven pillars of wisdom' (see page 45 of the handbook) are considered thoroughly and with equal importance. As a sector we should welcome this.

**“Consider in advance how performance management operates at your college”**

Leadership and management under the new regime feel entirely different and much better.

Instead of endless files and a schedule of pre-arranged, pre-prepared meetings, the new inspection allows the single question to be put and answered — 'how does that impact on learners?'

Grandstanding by senior teams and governors on iconic buildings, college finances or their superb networks with the glitterati in the business or the FE sector gets short shrift.

It is much more grounded in solid performance management, self-assessment and

improving learner experience and core teaching activities.

As a good, small, northern college this was great and it allowed us to demonstrate how we meet our core college values on a daily basis and how we meet our community needs

To fully implement the nuances of the new CIF will take some time and, whereas the preparation for the new inspection regime requires just as much work, the difference is that it needs to be ready well in advance of the dreaded phone call.

There has been much Ofsted bashing over recent months. I would say, regardless of any philosophical viewpoint as to the purpose or effectiveness of the inspection regime, we found the team to be professional and highly-focused with a clear view of what good teaching and learning should look like in a college.

As for the outcome, the inspection team agreed with our self-assessment and we were judged to be a good college.

There are, however, some basic operational things to consider. Watch out for the BI06 form and ensure you have it completed in draft form in advance.

Leaving it until receiving notice of the inspection will be too late. As always be clear on your data, ensure it matches with all the Gateway reports and have validated sources ready — including destinations and value added.

Ensure an honest, rigorous and up-to-date self-assessment report is on the Gateway. It is the



starting point for the inspection and a focus for leadership and management.

Plan the internal logistics of base rooms and inspection arrangements.

At college level, curriculum and service areas should have a short action plan of what to do once the call is received. The two days — plus the weekend — go very quickly.

Consider in advance how performance management operates at your college.

Have a well-briefed, well-prepared nominee. This role is even more important in the new framework to ensure the inspection team see the best the college has to offer and to ensure the inspection evidence base is representative.

Communicate with your students, parents, governors and employers and have these mechanisms drafted in advance. And finally, ensure college timetables are up-to-date, including work-based learning visits.

*Stuart Rimmer is director of quality and enterprise at Lancaster and Morecambe College*



# FE colleges' passage to India

Rebecca Cooney

@AnyNameButBecky

Thirty colleges are establishing a permanent team in New Delhi as part of an Association of Colleges (AoC) initiative to help the British FE Sector expand into the Indian market.

AoC In India, which launches this week, will act as a best practice hub for colleges looking to offer their expertise to meet the growing demand for vocational skills training in India.

John Mountford, the AoC's international director, said: "India is a market full of potential. They've got an ambitious skill strategy, they've got big gaps in their own training capacity and they're certainly looking to work internationally. The opportunities are there, but it is a challenging and competitive market.

"We feel to properly access it you need to have a permanent substantial base in India and by working in partnership the colleges can create the sort of setup that would best enable them to get those opportunities and overcome the challenges," he added.

FE Minister Matthew Hancock and 50 delegates from the colleges will attend the launch at the British High Commissioner's Residence in New Delhi on Tuesday 22 January, and *FE Week* will be joining them.

Readers will be able to keep up-to-date with our reporters through videos, pictures and updates on the new On Location section of our

website, and read all about it in our dedicated supplement with next week's edition.

The team will be based with Indian market entry specialist Sannam S4 Consulting Pvt Ltd., and the project will be chaired by Asha Khemka OBE, principal of West Nottinghamshire College (right).

The colleges involved in the initiative will seek to provide a range of services, from delivering training programmes in India and consultancy to selling online learning software.

Several of the colleges have previous experience of working in India, and have been confronted with a number of issues, and it is here AoC In India believes it can make a difference.

"An important point with India is scale. They talk in the hundreds of thousands and the millions when they talk about national strategies, so for an institution to access major training programmes in India is quite tricky, whereas if you go there as a consortium you can present a larger scale solution to the opportunities available," said Mr Mountford.

Membership to the AoC In India group was open to all government-supported UK FE colleges, with the 30 colleges who responded contributing £10,000 to the initiative. Funds from the initiative will be ring-fenced, to prevent any financial losses affecting non-participating AoC members.

Although membership to the consortium is in theory closed, Mr Mountford said if further colleges expressed an interest in joining in the

future, their applications might be considered by the AoC In India's senior management group.

Some colleges will use the Delhi base to recruit students to study in the UK, and according to Mr Mountford, the project could prove beneficial for the sector at home.

"We hope partnerships in India will raise the FE brand, and from that people might become more interested in choosing the UK as a study destination. I think the more you have a positive presence in the market there's all sorts of benefits that fall out from that presence," he said.

Mr Hancock said: "The partnership between the UK and India is already a strong one, culturally and economically. But we have the opportunity, potential, and the intent to go even further."

John Mountford described the sector's response to the project as "really positive" and said: "This is an exciting initiative by the sector, something other education sectors haven't done yet. It's a real credit to colleges that they're taking such an ambitious perspective on India."

For more information visit [feweek.co.uk/category/on-location/](http://feweek.co.uk/category/on-location/)

See editors comment on page 4



## UK colleges participating in AoC in India

Barking & Dagenham College  
Barnet and Southgate College  
Belfast Metropolitan College  
Blackburn College  
Birmingham Metropolitan College  
Bournville College  
Bradford College  
Bournemouth and Poole College  
Burton and South Derbyshire College  
City and Islington College  
City of Westminster College  
Edinburgh College  
Exeter College  
Grimsby Institute  
Guildford College of Further and Higher Education  
Harrow College  
Havering College of Further and Higher Education  
Henley College Coventry  
Highbury College  
Isle of Wight College  
NESCOT (North East Surrey College of Technology)  
New College Durham  
Oaklands College  
Solihull College  
South Thames College  
Stockton Riverside College  
Westminster Kingsway College  
West Nottinghamshire College  
Warrington Collegiate  
Ystrad Mynach College

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## Some colleges have already entered the Indian market

# West Nottinghamshire College sells software

Rebecca Cooney

@AnyNameButBecky

West Nottinghamshire College has been working in the Indian FE sector for almost 12 months, and its principal Asha Khemka is chair of Association of Colleges (AoC) In India.

The college has sold its own educational software, online learning and assessment platform BKSb, around the world but has encountered “barriers” in India.

The college’s deputy principal, Andrew Martin, said: “We’ve had challenges with BKSb, because when you bring a new product into a new country and tell them it’s well used in the UK, that might well be the case, but if it has no local reputation the local market has no way of knowing what it does.

“With a permanent team in India, developing and making sure the local market is aware of what FE colleges do and can actually provide, that’ll make it easier to build credibility.”

In Australia and South Africa, where BKSb has thrived, the company partnered with local colleges who acted as agents and distributors, but fears over the high risk to intellectual property rights in South Asia meant the

company was forced to approach the market differently.

The company chose to represent itself in India, but this strategy posed its own set of problems.

“There have been lots of barriers we’ve had to overcome”

“There have been lots of barriers we’ve had to overcome, even with simple things like getting paid. It’s very difficult for a publically funded Indian college to make a payment outside of India, so you’ve got payments going back and forth through the British and Indian clearing system for months on end without actually seeing any revenue,” said Mr Martin.

“So we’re now also in the process of establishing a company in India, called BKSb Private Ltd., allowing us to have a local presence for the legal aspects, but also to set up a local

bank account.”

“This should be in place in another couple of weeks, and then our business should accelerate at a much quicker rate.”

Mr Martin was optimistic about the potential boost AoC In India could give to participating colleges.

“At the moment we have to send our team out there every three or four months — and a lot can happen in three or four months.

“Having someone there is going to be a big advantage for us and we will use those services when we’re not physically there.

“For many colleges it will be a great service the AoC can actually provide that will hopefully make their entry into the market, and sustaining their initial effort over a longer period of time, much easier than it otherwise would have been.”

Once the new company is set up, and the AoC’s team in Delhi is established, West Nottinghamshire College hopes to expand its services in the Indian market.

“Our intentions are that once everything is moving quicker than it is now, we’ll want to move in with the other college services such as more training provision, and it should be slightly easier and more facilitated when we’ve got the AoC there to help us.” added Mr Martin.



From left: Mandeep Singh, BKSb adviser, John English, BKSb regional adviser, Dr Sharda Kaushik, Regional Institute of English, and Harvinder Atwal director, BKSb.

# New College Nottingham to open academy

Rebecca Cooney

@AnyNameButBecky

One college with experience in servicing India’s growing demand for vocational training is New College Nottingham (NCN), which has been operating on the sub-continent for three years.

Now, along with their Indian collaborators, The Batra Group, they are poised to open New College Nottingham International Lifestyles Academy (NILA), in Gurgaon, New Delhi, offering courses in hospitality management, interactive media, retail management and fashion management.

The academy’s official launch on Tuesday January 22 will be attended by UK FE Minister, Matthew Hancock.

“We’re pioneering, I suppose,” said Nick Whitehouse, NCN’s director of HE and international development.

“Vocational education in India is an area which is expanding pretty rapidly, and our expertise coupled with our partner’s business acumen has meant we are able to offer something different to the Indian market, something that nobody else has offered before.”

The courses offered by NILA have been developed to meet the training priorities set out by the Indian government through the Indian National Skill Development Corporation (NSDC).

“We’ve been in discussion with the NDSC and have agreed to help them. The four areas

we are offering are part of their priority areas. There’s a need in India, it’s a published need and we are targeting areas of need,” said Mr Whitehouse.

He added that the college hoped the NILA campus will be just the first in a string of academies.

“Our agreement with our partners is to develop up to ten academies over the next ten years. Some of them will be duplicates of our Delhi campus, and some will focus on other curriculum areas which are prioritised by the Indian government or the NSDC,” he said.

The NILA campus may also offer the potential for NCN students to study for part of their qualification in Delhi, while Indian Higher National Diploma students may be able to go to Nottingham to ‘top-up’ their qualification to degree level.

There had been some initial difficulties for the college’s entry into the Indian market, Mr Whitehouse acknowledged, but he attributed the success of the venture to the strong collaboration between NCN and The Batra Group.

“Obviously when you’re dealing with a partner who’s a long way away, there are always communication challenges, but we’ve been working away at this for three years and we have a series of tested processes to ensure the staff get the help they need,” he said.

“It’s fascinating working with our Indian partners and we see this as, if you like, the best of British combined with Indian excellence.”

“It’s very much a partnership where we are shoulder to shoulder with our Indian partners.



Photo of the actual Pooja ceremony, held to bless the new college building

We are not the dominant partner, neither are they- it’s a partnership of equals.”

In accordance with The Batra Group’s wishes, the campus building was blessed in a traditional Pooja ceremony, to ensure the prosperity of the endeavour.

In the light of such successful collaboration,

Mr Whitehouse welcomed the news of AoC’s arrival in the Indian market.

“We’re very proud to have done what we’re doing, and we’re delighted AoC In India is setting up a team in Delhi. As a member of the AoC we will do everything we can to assist AoC In India,” he added



# Time for governance to be recognised

FE Minister Matthew Hancock takes to the podium to thank governors for their contribution to the sector



Shane Mann

@Shanermann

“Being a college governor is a serious job that requires enormous commitment,” said FE minister Matthew Hancock at an event to thank college governors for their contribution to the sector.

The reception, organised by the government and presided over by Mr Hancock, was held at Lancaster House and attended by more than 130 college governors and chairs.

A short walk from Buckingham Palace, Lancaster House is filled with glorious chandeliers which hang from the gold-embazoned ceilings.

An overwhelming and opulent venue that was built in 1825 for the Duke of York, it is now managed by the Foreign and Commonwealth Office.

It plays host to a number of government and royal receptions throughout the year and on Wednesday, January 16, it welcomed governors from across the UK.

Mr Hancock began his address by thanking guests for their commitment to FE colleges and reaffirmed the important role they played in the quality of provision offered.

He moved onto discuss the recent Ofsted chief inspector’s report, published in November 2012, and the role governors should play in response to the chief inspector’s criticisms of governance.

“The Ofsted report, which was difficult in some ways, highlighted accountability, leadership and governance as vital to any college’s

success,” said Mr Hancock.

“There is a direct link between weak governance and poor financial and educational health. It is almost always there as a root cause of poor performance.

“Of the 25 colleges judged as inadequate in the last four years, each one has been judged inadequate for leadership and management and in every college that improved they had improved this rating.

“The chief inspector recognised and identified the critical problems that he saw in governance in some colleges.

“Among these were effective accountability systems, inadequate self-assessment and failure to monitor performance or provide the right challenge to managers.”

Mr Hancock then moved onto express that he was aware of the “impressive” work being undertaken across the sector, but also recognised the government also had a responsibility to offer support where needed.

“I want to be clear, I think there are areas of the sector that are taking a lead and are impressive, that are making powerful efforts to improve standards,” he said.

“However, where there is insufficient evidence we need to ensure that there is a role for the government to play.

“This can involve a change in the leadership team, new governors and the tempering of provision.

“I know that achieving effective governance is not easy and that colleges are large and complex businesses that are striving to meet the aspirations of employers and learners alike as well as performing a vital role in the centre of your communities. We all have

a good idea of what effective governance looks like.

“Being a college governor is a serious job that requires enormous commitment. And so I think that it is timely for the government to consider how better to support governors.

“It is your responsibility and your duty to ensure that learning is improved all around. And it is you who day-in day-out, month-in month-out, ensure that leadership is effective and strong.

“Effective leadership and governance is essential in ensuring that further education colleges continue to improve.”

Ending his address to governors, Mr Hancock made a final pledge of support to governors and reaffirmed his confidence in them.

“I am confident that in your hands we can raise the bar in further education,” he said.

“There is a huge amount of work to do to make sure that we get every college performing, to enable us support everyone in the country to reach their best.

“As Minister, I will challenge you, yes. But I will also be at your side, so that we can ensure that we do this the best we possibly can.”

Following his address the minister also fielded several questions from the audience.

The minister was asked for his views on the possibility of a future merger of the Education Funding Agency (EFA) and the Skills Funding Agency (SFA).

Mr Hancock said: “I don’t see any likelihood of the EFA and SFA combining. I am extremely skeptical of changes within structures of governments.

“Given the amount of changes made to the funding mechanism in recent years, I understand that’s generally welcomed. If anyone wants me to go into battle to recreate the Learning and Skills Council, then let me know.”

College governors also asked for clarification from the minister on the role of Local Enterprise Partnerships (LEPs).

“LEPs should be there to draw through the entitlements that people already have,” said Mr Hancock.

“They should be there to encourage companies to get involved with training, to co-ordinate locally and to draw through the skills provision to old and new providers rather than giving a pot of money to LEPs like the old TECs [Training and Enterprise Councils] did.”

Mr Hancock finally fielded a question relating to risk-taking and innovation within the sector.

The minister explained that he was in favour of colleges taking risk in order to improve quality and standards.

“The thrust of policy is to develop a diverse, innovative and dynamic sector with business aptitude,” he said.

“Where there is innovation we should celebrate and support. Of course, where there is taxpayers’ money we need controls. However, I’m in favour with the system of more innovation, more risk-taking. You can hold me to this.

“When someone tries something new to improve and it doesn’t work and it was a good idea at the time, then you won’t find me criticizing. We have to innovate.”



**"I'm hosting  
this reception  
in recognition  
of your  
contribution  
to FE college  
governance"**

FE Minister Matthew Hancock



Centre: Pat Tomlinson, vice chair of corporation, Hull College Group



From left: Carol Stott, AoC Board chair; FE Minister Matthew Hancock and Roger Morris, AoC Governors' Council chair



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# FE Week campus round-up

 sponsored by **empra**<sup>™</sup>

## Student hopes career will take off after win



Photography competition winner Jonathan Cox with his chosen image

A talented photographer is hoping his career will soar after landing a high-flying commission for an international airline. Cleveland College of Art & Design (CCAD) student Jonathan Cox had his photograph of passengers departing on Jet2's Newcastle to New York flight chosen as the winning entry for the aviation company's annual competition.

The BTec foundation diploma student, 18, was approached to document the transatlantic voyage after Jet2 representatives viewed his work online.

"It was a shame I didn't get to go on the actual flight itself but I did get to use the intercom

system on the plane to instruct everyone and to photograph the pilot in the cockpit," said Jonathan.

"Being just 18 it's important that I grab as many career breaks as possible and this was an incredible opportunity to work with such a prestigious client."

CCAD art and design lecturer Andrew Edwards said: "Jonathan is so passionate and dedicated about photography and has a real ability to express himself through the camera."

The airline sent the young snapper a hamper of wine and sweets and put his winning image on their website.

## It is easy being green for Norton Radstock



Ray Nicholson and Kevin Connell, head of land-based studies at Norton Radstock College, with the new Green Skills-branded van

You've heard of white van man, but now a Somerset College is rolling out green van man to help deliver eco technology courses.

The new Green Skills Academy has seen Norton Radstock College team up with City of Bath College with the support of Bath and North East Somerset Council.

It will provide training on emerging renewable and sustainable technologies, particularly targeting unemployed young people and small to medium enterprises in the Bath and North East Somerset area.

And Norton Radstock College has taken delivery of a specially-branded van that will

help get the message across.

Ray Nicholson, senior curriculum leader of engineering, motor vehicle and construction at Norton Radstock College, said: "The van will be equipped so we can teach renewable energies and take it out on the road and show companies how they can progress in reducing their carbon footprint."

Lecturer and programme coordinator for construction Mark Andrews added: "We want to deliver bespoke courses and this gives us another option for going out to the workplace to promote or deliver small courses."

The van will be equipped with examples of solar panels, generators and wind power.



City College Southampton principal Lindsey Noble

## Southampton College supports careers in culture

A Hampshire college is proving its cultural credentials with a leading role in boosting creative industries.

City College Southampton is one of four newly-formed regional cluster groups in the eastern and south eastern regions set up to deliver improved training, skills, education and advice to students seeking careers in the creative and cultural sector.

And principal Lindsey Noble has taken on the responsibility of becoming a founder member of CultureSouthampton (Southampton Cultural Development Trust), which is spearheading the creation of Southampton's Cultural Quarter.

She said: "Creative and cultural industries have never been more important to Southampton — particularly with the Cultural Quarter forming a central part of the city's social and economic regeneration programme."

"The Cultural Quarter is expected to generate more than 2,000 jobs and it is important that the local workforce has the appropriate skills to fill these roles. By working closely with local employers, education services and other colleges we will be able to ensure Southampton is best placed to maximise on these opportunities."



Game specialist Lee Maycock gives a masterclass

## It's all fun and game for culinary students

Game was on the menu as Midland students learned the tricks of the butchery trade.

Stratford-upon-Avon College's advanced culinary diploma students took part in a game master class run by Lee Maycock, from the Countryside Alliance's game-to-eat initiative.

The one-day workshop, held in the college's kitchens, aimed to give students an insight in how to prepare and cook a wide range of game, from woodcock to venison.

Mr Maycock said: "The game marketplace in the UK is worth £84m and is growing 15 per cent year on-year as people experiment with

different types of food.

"Being invited into the college is great as we get the chance to work with the next generation of chefs, making sure they understand how to properly prepare and cook game."

Student Matt Byrd said: "Hearing about game from an expert makes it much more real because Lee deals with it every day."

"The most interesting part of the workshop is that it has changed my perspective on this area of food. I now really understand how much work it takes to keep and rear game, and I am much more confident."

**Want your college or training provider to appear on these pages?**

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable



## Gloucestershire dancer steps up to West End



West End dancer Michael Stewart with South Gloucestershire and Stroud College students

A London-based dancer who is about to hit the West End returned to his Gloucestershire college roots to pass audition tips onto current students.

Michael Stewart, from the URDANG Academy, was at South Gloucestershire and Stroud College to speak to level three dance students.

The 20-year-old, who has won a role in the musical, Ghost and has previously performed in a show featuring Got to Dance judge and former Pussycat Doll Kimberly Wyatt, ran mock audition classes.

The aim was to give the youngsters a

real life experience of what to expect at interviews and auditions as they prepare for higher education.

Tutor Danny Burnham said: “It is always nice to see ex-students return to the college and share their stories and knowledge with the students.

“Michael has excelled himself and achieved an ambition he dreamed of.

“Our extended diploma dancers have experienced what it is like at a dance school audition and this experience will undoubtedly support them in the progression applications.”



From left: Ian Livingstone with Vision Entrepreneurs Jakub Olszewski, 16, Beth Brecknock, 17, Matt Riley, 18, and Nicole Rier, 17

## Fighting talk for young entrepreneurs

A world leader in interactive entertainment and fiction inspired budding tycoons at a Midland college.

Ian Livingstone, co-founder of Games Workshop and co-author of the multi-million-selling Fighting Fantasy gamebook series, shared his tips for success with members of West Nottinghamshire College’s Vision Entrepreneur programme.

The programme was set up to coach would-be business people from the college, local schools and the community through monthly sessions, which include inspirational speakers and tips from industry experts.

The session saw Mr Livingstone – who was

made a CBE in the latest New Year Honours List – talk about his role as adviser to the government and the British Council, as well as his position as executive chairman of Eidos, the company behind Tomb Raider.

College principal Asha Khemka OBE said: “To have one of the founding fathers of the UK games industry visit the college and speak about his business endeavours was a real honour.

“Ian’s rise to success is down to a recipe of hard work, determination and a passion for the industry and our audience was truly inspired by his story, which included encouraging them to nurture their own business ideas and concepts.”

## Huge mural to inspire passion in students

A world-famous graffiti artist has left his mark on a college in Lancashire.

Aroe, a member of LA’s prestigious MSK graffiti crew and Europe’s finest HA (Heavy Artillery) Crew, has used Accrington & Rossendale College as his latest canvas to inspire “passion” in students.

Hundreds of staff, students and members of the public visited to watch Aroe at work as he created a masterpiece over two days.

“We believe in being innovative in order to create a passion in our students” said director of Business at the college Tamsin Deasey.

“What better way to do that than give them a once in a lifetime experience like this? Aroe also answered students’ questions and therefore it is a real life workshop that they can enjoy for years to come.”

The large scale artwork needed scaffolding erected to complete.

Aroe’s work is shown across the globe from New York to Milan and Dubai to Hollywood. He has worked with clients ranging from Disney to Playstation and was recently featured in Rolling Stone magazine.



World-famous graffiti artist Aroe creating a masterpiece at Accrington & Rossendale College





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# FE Week campus round-up

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Students Shannon Benson and Sam Shawcross practising their culinary skills before jetting off to Spain

## Students get a taste of Spanish life and work

Fifteen catering students from Cheshire are learning all about Spanish culinary delights as they get insider knowledge of the hotel trade.

Hospitality and catering students from Warrington Collegiate are in Granada for a three-week work placement to work front of house, on food preparation and patisseries and confectionery, among other duties.

David Chapman, chef lecturer at Warrington, said: “Spain is one of the most widely visited countries within the EU.

“This will give students a taste of what it would be like to live and work in Spain, which may impact on the choices they make about their future.

“They will gain knowledge of Spanish culture and cuisine while developing additional skills which will contribute to their course and qualification.”

Hospitality and catering student Shannon Benson, 18 and from Warrington, said: “I’m thrilled I’ve been given the opportunity to participate in this venture. I hope this will lead to many exciting prospects in the near future.”

To prepare, students have undergone six weeks’ intensive training in Spanish cuisine, culture and language. They are due back in a fortnight.



Brian Martin and Ellen Young (front), guide dogs Gus and Enzo, and Basingstoke College of Technology animal management students

## What a difference a dog makes

There was animal magic in the air when students learned about the life-changing difference guide dogs can make for blind people.

A session on understanding guide dogs and the needs of the visually-impaired took place at Basingstoke College of Technology.

Level three animal management students heard from Brian Martin, and his guide dog, Gus, came along too with Ellen Young from the Guide Dogs Association. She brought Enzo — a dog currently in training.

Brian explained how a dog is trained and spoke about his own experience of becoming blind, and how Gus had given him his life back.

“I simply cannot tell you what Gus gives to me in terms of quality of life,” said Brian.

“I would never be able to do the things I do without him. He makes everyday things possible like going to the supermarket. To me, he is priceless and to be able to trust him as I do is a gift I never take for granted.”

Matthew Simonds, lecturer in animal care, said: “It was great for students to learn more about guide dogs, their training, and the financial considerations.”

## Holocaust survivor says ‘do not hate’



Holocaust survivor Zigi Shipper (centre) with students union officers Faith Kumson (left) and Chloe Sales

A Holocaust survivor visited students in Kent to share childhood memories of being a Jew living under Nazi rule.

Zigi Shipper, 83, who grew up in Lodz, Poland, spoke at MidKent College’s Medway Campus, in Gillingham, as part of events to mark Holocaust Memorial Day.

Mr Shipper, from Hertfordshire, was just a boy when the Nazis invaded his home country in 1939, sparking the beginning of the Second World War.

But unlike many fellow Jews, he survived concentration camps like Auschwitz and Stutthof and lived to tell the tale.

“I like talking to young people because they need to know what can be caused by racism, hatred and prejudice,” said Mr Shipper.

“How can I forget what happened? I lost my family for no reason at all. It took a long time to talk about what happened.”

Of the three million Jewish Poles alive before the war, only 300,000 survived the Holocaust.

Mr Shipper said he hoped his educational tours inspired young people to be more tolerant and accepting of others.

He added: “My message is simple – whatever you do, do not hate. And whatever you do, do not give up.”

## Warwickshire student designs memorial



Students Jamie Ward, Joe Taylor, competition winner Jan Waterston and furniture crafter Keith Sealey

A woodland memorial seat designed by a Warwickshire student is to take pride of place in the grounds of a country park.

Jan Waterston, 25 and a furniture craft student at Warwickshire College, had his design chosen after a challenge was set to get crafters out of the workshop and into the woods to design a bench for Coombe Abbey Country Park, in Coventry.

The bench will be a memorial to the parents of Keith Sealey, from Lutterworth-based furniture makers, Sealey Furniture.

Jan, from Birmingham, said: “I’m just thrilled that I’m going to have the opportunity to take this design and bring it to life. I’m going to be able to see it in a really special landscape.”

Keith said he wanted to do something to remember his parents and as a furniture maker thought it would be “really nice” to do something celebrating their work in Coombe Park.

He added: “We were blown away by both the quality and originality of the designs that the students have come up with in quite a short period of time — I’m seriously impressed.”



# Students get chance to curate Michael Jackson wardrobe

A savvy student landed a “once-in-a-lifetime opportunity” managing the king of pop’s costumes when he impressed with his Michael Jackson knowledge.

Shane McCusker, a media student at Barking & Dagenham College, got to be in charge of handling costumes during the London stop of the Michael Jackson exhibition world tour before jetting off to LA to witness Jackson’s costumes going under the hammer, one fetching \$270,000.

The plucky 18-year-old clinched his dream job after bagging an interview with Michael Bush, Jackson’s long-time designer, at the Irish stop of the tour.

When he corrected Bush on a fact, the designer said he “wanted him to be a part of the tour because he knew so much.”

Fellow media student Kristian Baycroft was invited to help Shane and the pair were insured for up to £10m to handle Jackson’s world-famous and dazzling outfits at Westfield Stratford City.

“I’ve been a huge Michael Jackson fan since I was five years-old and now I’m an even bigger fan,” said Shane who also runs film-making enterprise Wider Horizon with Kristian.

“We met some of Michael Jackson’s biggest fans. The strangest moment was when a mad Romanian started licking one of Michael Jackson’s jackets from the Bad tour (jacket pictured with silver V detail). I had to approach him and say “excuse me, can you stop licking that jacket?” Shane joked.

“There was so much pressure on us though as when handling the costumes it was our responsibility. If something got broken it was on our head,” he said.

When Shane and Kristian were flown out to



Martin J Nolan, Executive Director of Julien’s Auctions, Shane McCusker, Kristian Baycroft and Darren Julien, President and CEO of Julien’s Auctions in Beverly Hills alongside two of Michael Jackson’s most iconic performance outfits

the world-famous Julien’s Auctions rooms in Beverly Hills they saw members of Jackson’s family and representatives of celebrities such as Lady Gaga bidding for the superstar’s clothes. She bought 55 items including a jacket for £148,418.

Shane was also invited to London Fashion Week Catwalk Show where he bagged two front-row seats and mingled with the likes of Philip Treacy, milliner to the stars, as well as Lady Gaga.

Shane said: “Philip Treacy was really nice

and as he’s Irish and I’m half Irish we had lots to talk about. He wasn’t arrogant at all and he was one of the first customers of our business venture.”

The pair’s entrepreneurial nous led him and Kristian to set up a photo booth offering fans a chance to pose for a souvenir photo alongside one of Jackson’s iconic jackets.

They built a website overnight to host the images for customers to download, and as a result of their business acumen, have thousands of photos and hours of footage from

the numerous exhibitions.

They also earned enough to fund their next project, a drama series proposal they are working on.

He said the experience taught him how to deal with big businesses who didn’t take him seriously due to his age.

“This taught me how to stand on my own two feet and not be belittled by anyone. At first some people were telling us how we would do things but I learned how to answer back so they didn’t walk all over us,” he said.

## Bright sparks achieve sporting success



Sporting success came as no shock for two Electrical installation students from Surrey.

Dedicated 17-year-olds Jack Franklin (see front page) and Eddie Temple, both from Guildford College, have excelled in their fields.

Jack, from Guildford, has returned from the European Karate Championships, in Austria, with a bronze medal having competed for England in the 16 to 17-year-old Kumite, or fighting, category.

“It proved that all the training was worth it and helped to repay everyone who has helped me,” said Jack.

He trains up to four times a week as a

member of Guildford Wado Kai Karate Club, a member of the England Wado Kai Karate Federation.

Meanwhile Eddie (pictured above), from Woking, has become the youngest member of the Streatham Redskins ice hockey team, which he joined from Slough ENL Jets.

He scored 22 goals in just 14 games for Slough in his age group last season.

“Being only 17 gives me plenty of time to move up the lines and I feel this is the right move for my development,” said Eddie.

“I am very pleased to be a part of the team and I can’t wait for the season to start.”

## Kerrang radio on hand to launch music facilities

Midland students rocked out with Kerrang Radio to launch their college’s new music facilities.

Dudley College teamed up with the national radio station for a live event hosted by presenter Matt Stocks, to promote the state-of-the-art resources at new training centre Evolve.

The day included local bands performing in the college’s new theatre and a demo clinic for young bands to get expert advice from Kerrang DJ Alex Baker.

Simon Johnson, course leader for music, said music courses at the college were proving so popular with students they were coming in on their days off to use the industry-specific facilities, specialist software and musical kit.

Matt Bircher, 17, a second year music technology student, said: “The range of equipment and new studios have definitely had an impact on my studies.

“There’s more variety in what we learn, lessons are more interesting and we get to use the kind of equipment that commercial set-ups have so the quality of sound is amazing.”

Taught by industry-trained tutors, music students are given every chance to compose and perform in front of live audiences.



Radio station Kerrang’s presenter Matt Stocks hosted a live music event as Dudley College launched its new music facilities





Leeds City College

# PRINCIPAL AND CHIEF OPERATING OFFICER

**SALARY: UP TO £135K FOR AN EXCEPTIONAL CANDIDATE (INCLUDING PRP)**

**This is a new post providing a unique leadership opportunity as Principal and Chief Operating Officer of Leeds City College, one of the largest and most successful colleges in the sector. The College has over 1,700 staff, 40,000 students and an annual group turnover of over £90 million.**

As one of the most exciting and innovative colleges in the sector, Leeds City College is at the forefront of its local and regional agendas and is a significant national influencer. In order to succeed with its ambitious plans for the future, the College is seeking to appoint an exceptional individual with talent, energy and vision. The successful candidate will deliver outstanding service and ensure that innovative learning and teaching is at the heart of all of the College's activity.

The right candidate will also provide significant strategic leadership as part of the Leeds City College Group structure, reporting to the Group Chief Executive, Peter Roberts. If you would like to discuss this role with Peter on an informal basis, please contact Sara Porter on 0113 284 6236.

College Leadership Services  
Expertise in FE

**THE CLOSING DATE FOR THIS POST IS: 12NOON ON FRIDAY 1ST FEBRUARY 2013. INTERVIEWS WILL BE HELD ON 12TH AND 13TH FEBRUARY 2013.**

We are working with College Leadership Services on this important appointment. Please contact Helen Anderson for an application pack: [handerson@collegeleadership.co.uk](mailto:handerson@collegeleadership.co.uk) or 0115 911 1117, or visit [www.collegeleadership.co.uk/current\\_appointments.asp](http://www.collegeleadership.co.uk/current_appointments.asp) for further information about this post.



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**SOUTH & CITY COLLEGE  
BIRMINGHAM**

## Assistant Principal - 2 Posts

### 1. Quality & Standards 2. Innovation and Development

These are two new posts with a salary of £63,000 to £69,379 per annum

Formed on 1 August 2012 through the merger of South Birmingham College and City College Birmingham, with an annual turnover of £61m, a very diverse student population of more than 25,000 and a staff base of 1,200, South & City College Birmingham is Birmingham's newest and biggest college. With outstanding facilities at 9 campuses and centres, excellent pass rates and the only FE College in Birmingham to be awarded Beacon status, South & City College Birmingham has a reputation for excellence and for its focus on its students and the Birmingham economy. The last Ofsted inspection commented 'The promotion of equality and diversity is outstanding' ... and is strongly and consistently promoted throughout the curriculum. The staff and student profile of the college reflects the diverse population of Birmingham.

To help us deliver these aspirations, we are seeking to appoint two exceptionally talented Assistant Principals:

These senior posts require dynamic and ambitious individuals with well-developed skills in working collaboratively both within and outside the College. Managing staff and resources are essential requirements, as is experience in establishing effective relationships with external partners and other stakeholders. Passionate about raising the success rates of our students and ensuring they achieve their true potential, you will have a record of successful management experience at senior level within a large and complex institution along with the ability to inspire and motivate others.

#### Ref: 656 Assistant Principal: Quality and Standards

To lead successfully the management and development of all aspects of quality assurance and development, fostering an ethos of continuous improvement and equality across the whole organisation.

You will be a focused and pro-active manager with proven experience of implementing strategies and policies to effect quality improvement. Qualified to degree level you will have an impressive track record of achievement within further education and a teaching qualification accompanied by extensive teaching experience.

This role will also have responsibility for implementing equality strategies in the College.

**Planned interview dates: 6 & 7 February 2013**

If you have the drive and ambition to succeed in either of these exciting opportunities we would be pleased to receive your application.

If you would like to discuss this position before making an application, please contact Mike Hopkins, Principal or Sardul Dhesi, Deputy Principal on 0121 694 6293.

If you require details in Braille, large print or in any other format please contact us. As part of our referencing procedure a criminal records checks will be required.

#### Ref: 655 Assistant Principal: Innovation and Development

You will have the ability to develop and expand all areas of the College's curriculum and bring in new and innovative provision and approaches. Your focus will be on the current and future job aspirations of students and the development of local businesses in line with college priorities, learner & employer needs & Government policy initiatives.

You will be an energetic, innovative and open thinker who puts ideas into practice. This role will also have responsibility for developing the college higher education offer.

Qualified to degree level you will have an impressive track record of achievement within further education.

**Planned interview dates: 12 & 13 February 2013**

South & City College Birmingham is committed to making appointments on merit, using fair and open processes which take account of equal opportunities.

We encourage applications from all sectors of the community to reflect our diverse student population.

**The closing date for applications is Monday 28 January.**

**For Information and application details visit [www.sccb.ac.uk/jobs](http://www.sccb.ac.uk/jobs)  
or call the recruitment team on 0121 694 6187**







## New Year... Outstanding Opportunity!

### Vice Principal, Curriculum: c.£85k

Wigan and Leigh College serves over 16,000 learners every year and has been judged by Ofsted as Outstanding in meeting their needs. With strong leadership and clear direction being a key feature of continued forthcoming success rates, the College is on the up.

In order to enhance these improvements, the College is seeking to appoint an individual with a focussed approach to leading curriculum change. Results driven, the ideal candidate will have a broad curriculum background and a leadership style that will encourage and empower others to deliver innovative learning to the highest quality standards.

If you feel you can meet this exacting specification then we want to hear from you.

Potential applicants are welcome to discuss the post in the first instance with the Principal, Cath Hurst on 01942 761801.



College Leadership Services  
Expertise in FE

We are working with College Leadership Services on this important appointment. Please contact Helen Anderson for an application pack: [handerson@collegeleadership.co.uk](mailto:handerson@collegeleadership.co.uk) or 0115 911 1117, or visit [www.collegeleadership.co.uk/current\\_appointments.asp](http://www.collegeleadership.co.uk/current_appointments.asp) for further information about this post.

The closing date for this post is 12pm on Monday 4th February 2013. Interviews will be held on Thursday 28th February and Friday 1st March 2013.

## Principal/Chief Executive

- > COMPETITIVE SIX-FIGURE SALARY
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- > SUPPORTED PROGRESSION INTO CHIEF EXECUTIVE ROLE

Are you INNOVATIVE, INSPIRING and AMBITIOUS?

MidKent College comprises three key elements: MKC Training Services, which provides all of the training for the Royal School of Military Engineering at Chatham; our new £86 million campus at Medway; and our Maidstone Campus, which is currently undergoing a major refurbishment.

As one of the biggest and best providers of further and higher education in the country, we are now on the hunt for an exceptional new principal who will take over as principal/chief executive from 2015.

From September 2013 we are separating out the roles of principal and chief executive. Stephen Grix will continue part-time as the chief executive responsible for the strategic direction of the College and MKC Training Services. The successful candidate for this post will spend their first two years leading the College as principal and from 2015 will move into the combined role of principal/chief executive.

Visit [www.midkent.ac.uk/principal](http://www.midkent.ac.uk/principal) for more information and to apply for this life-changing career opportunity. Alternatively call HR director Andrea Ashman for an informal discussion on 01634 383544.

Closing date: Monday 25 February 2013 Interview dates: Tuesday 19 & Wednesday 20 March 2013



MidKent College is an equal opportunities employer



MidKent College







### ASSISTANT PRINCIPAL, QUALITY AND LEARNER EXPERIENCE

£69,271 - £74,538

Following the successful merger of Stroud and Filton Colleges in February 2012, we are now seeking to recruit an exceptional candidate to join the Senior Management Team of South Gloucestershire and Stroud College.

#### You will:

- As the senior management lead based at the Filton Campus, deputise for the Principal as necessary
- Lead the transformation of our quality function ensuring that it is fit for purpose for our merged College and supports the College in its drive to excellence
- Deliver outstanding learner services to our students, ensuring that they can contribute effectively to learner retention and achievement.
- Lead the further development of our Sports Academies, identified as outstanding by OFSTED, ensuring, in particular, that they form the core of the College's enrichment programme.

#### You will have:

- Significant experience in at least one of the following areas, Quality, Learner Services or providing sport enrichment activity in a post 16 environment
- A track record of success in delivering excellence in a teaching and learning environment
- Experience in developing and delivering effective quality systems and procedures as well as evidence of using these to improve the quality of teaching and learning
- Highly developed leadership skills
- The drive and ability to deliver outstanding results in a dynamic and complex environment
- The dedication to meet the expectations of both our internal and external customers.

### Outstanding by standing out

For an informal conversation about the role, please call Martin Rosner from our recruitment partners on (07919) 057194. To apply for the post or for further information please visit [www.feassociates.com/ajp.html](http://www.feassociates.com/ajp.html)

**Closing date for applications is 8th February 2013.**

**Selection day is 21st February 2013.**



The successful applicant will be required to maintain a satisfactory Disclosure Certificate as a requirement of the job.

South Gloucestershire and Stroud College welcomes applications from all sectors of the community and is an equal opportunities employer.

#### Employer Responsive Team

### Skills & Employability Officer

Salary Range £32,800 - £37,206

Immediate Start Available

Job Ref: WHCC001131

**Wolverhampton City Council recognises that the skills and capabilities of our people are the basis for the prosperity of our city.**

We are seeking three Skills and Employability Officers to join our new Employer Responsive Team. The purpose of the team is to increase the skills and employment opportunities for people in Wolverhampton by working in partnership with employers, training providers and partners to create the skills needed for employability and economic growth.

This team will develop robust high quality intelligence about current and future skill needs by creating strong relationships with employers in key sectors including advanced manufacturing, food and drink and building technologies.

You will be experienced in creating skills and employment solutions with employers, have excellent communication skills and be able to focus on delivery and impact.

#### We are looking for the successful candidate to:-

- have a sound understanding of skills and employment funding
- have a sound understanding of relationship management and working with employers
- have excellent IT and research/analytical skills.

For an informal discussion please contact Resham Gill on (01902) 550343.

Wolverhampton City Council is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

**Apply online at [www.wmjobs.co.uk/wolverhamptoncc](http://www.wmjobs.co.uk/wolverhamptoncc)**

**CLOSING DATE 1 FEBRUARY 2013 (MIDNIGHT) INTERVIEWS 18 AND 19 FEBRUARY 2013**

**Most posts within the Council are subject to review under the Single Status agreement (Teachers are excluded). Further details are given in application packs.**

[www.wolverhampton.gov.uk/jobs](http://www.wolverhampton.gov.uk/jobs)

**Wolverhampton**  
City Council



## Principal; Norfolk University Technical College

Circa £80,000 (negotiable) plus performance related pay

Norfolk University Technical College (UTC) is a new, exciting and dynamic educational institution, focused on advanced engineering and energy skills, which will open in Norwich in September 2014 as part of the TEN Group. The Board is seeking to appoint an outstanding candidate to lead the establishment and development of this flagship college.

Norfolk UTC will offer a dedicated focus on science, technology, engineering and maths delivered to learners from 14-19 in a 21st Century work-based environment using innovative teaching methods based upon "Technical Challenges".

### We need YOU to help us deliver our vision!

When you start the role, there will be a building but no staff nor students. You will have the full backing of the Board, the dedicated support of educational partners within the TEN Group and the commitment and drive of the UEA and local businesses who believe in the our Vision. You will have the clarity of purpose, strength of character and commitment to succeed that will enable the delivery of the new educational model for the UTC.

Your challenge will be to transform the vision into reality; you will build your own team; develop and grow partnerships with local schools, employers, colleges and universities; and actively promote Norfolk UTC to encourage students and parents to choose a steeper, more demanding but ultimately more fulfilling route to success.

### Can you make a significant difference to Norfolk's education?

Applications should be submitted by 12 noon on Friday 8 February 2013. Selection will be held in February/March 2013 with appointment in April 2013 for a start in September 2013.

**FOR FULL DETAILS OF THE ROLE, RELATED INFORMATION AND TO APPLY PLEASE VISIT [HTTP://UTCPRINCIPAL.TENGROUPORG.UK](http://UTCPRINCIPAL.TENGROUPORG.UK)**



## Apprenticeships Manager

£45 - £50k  
All Campuses

We are seeking an innovative and tenacious Apprenticeships Manager who will successfully drive forward growth and development of Apprenticeship provision across South Essex College. A strong leader with significant experience of employer engagement and in liaising with external stakeholders you will be effective at managing a team and increasing performance levels to ensure achievement of challenging targets. The successful candidate will have previous experience in a similar role along with excellent communication and interpersonal skills and a degree and/or management qualification.

Do you want the ability to grow your skillset, have job fulfilment, work in a stimulating and innovative environment with great leaders, where students and staff matter? We want to talk to you about our vacancies.

## Have we captured your interest?

To find out more visit our website [www.SouthEssex.ac.uk](http://www.SouthEssex.ac.uk) alternatively you may contact Frances Ward, Recruitment Officer on **01702 220439**.

We are committed to safeguarding the welfare of our learners. All successful applicants will therefore be required to complete an enhanced Criminal Records Disclosure.

**Closing date for applications is 1st February 2013.**





## LIFE CHANGING LAKES COLLEGE

Lakes College is situated on the edge of the beautiful Lake District National Park and Solway coast. Our new, state of the art single site has been expanded for two new exciting capital developments, a 14-19 performing arts centre and a new construction skills centre to meet the skills needs of the Britain's Energy Coast after successfully securing £7m of funding from local stakeholders.

### COURSE LEADER – PROFESSIONAL STUDIES

**An initial salary of circa £26.5k – £33.5k dependent upon teaching qualifications and experience. We offer 42 days annual leave plus up to 3 days for Christmas shut down period; 8 bank holidays and 2 discretionary days plus a final salary pension scheme and additional benefits package.**

Lakes College currently offers a successful portfolio of commercial and professional business management programmes up to level 7 and we are looking to expand this provision to offer CIPD and other professional qualifications. We are seeking someone who can demonstrate a successful track record of delivering on commercial/professional programmes and HRM pathways and to take the lead in establishing the delivery of professional qualifications in particular CIPD.

You will have proven experience of successfully delivering to HNC/HND level business management and CIPD qualifications, hold a degree level in Management/HRM or equivalent and an assessors qualification. Ideally you will hold a teaching qualification or be willing to work towards.

**Closing date: Friday 8 February 2013 (12:00 noon)**

Interviews are scheduled to be **Thursday 21 February 2013**

To apply online and to download further information about these roles please logon to the college website [www.lcwc.ac.uk/vacancies](http://www.lcwc.ac.uk/vacancies)

[www.lcwc.ac.uk](http://www.lcwc.ac.uk)



INVESTOR IN PEOPLE

**Lakes College**  
West Cumbria

T·R·P

The Training & Recruitment Partnership Ltd

### Executive Assistant/Office Manager

**Salary: Competitive; based on experience** London, UK

The Training & Recruitment Partnership Ltd. has been operating since 1998 and delivers both private and SFA funded apprenticeship training in Management, Team Leading, Customer Service, Business Administration, Childcare, Teaching Support, Advice & Guidance and Construction Trades. TRP works with national awarding bodies including: OCR, EDI, Cache, City & Guilds; delivering QCF qualifications, levels 2 - 7, to learners from age 16 upwards.

All TRP's Ofsted inspected provision is currently rated 'Outstanding/Good'.

The successful candidate will be experienced in handling a wide range of senior administrative duties and will be able to work independently with little or no supervision.

This person must be extremely well organised, flexible and have good attention to detail; working responsively to further develop this role to meet the requirements of a rapidly growing organisation.

For more information about this role, please visit the *FE Week* Job board. To apply, please send your CV and a covering letter to [juliet@trpltd.co.uk](mailto:juliet@trpltd.co.uk).

**Closing date: 25th January 2013**

## To advertise with us contact Chardelle Mason on 020 8123 4891



## Richard Huish College

# Principal and Chief Executive

Up to £110,000

**Richard Huish College is a Beacon College judged by Ofsted as 'Outstanding'**

Carrying on the significant achievements of the retired Principal, the Corporation is looking for a visionary leader to build on Dr Peter Avery's success and lead the College in the next phase of its development.

Situated in Taunton, the county town of Somerset, we are a diverse, financially secure and thriving Sixth Form College. We specialise in Advanced Level work for 1850 full-time 16-19 year olds and a range of professional courses, including Higher Education, for over 500 post-19 students through our Business School. We have been ranked in the top ten for A Level performance in each of the last five years.

This is a high profile opportunity for an ambitious individual with a strong track record of strategic leadership, innovation and success.

You will be resilient and financially astute with strong commercial acumen. With your unstinting focus on curriculum and quality and your support for the unique ethos of a Sixth Form College you will continue to raise standards of teaching and learning. Developing and expanding on the strong Huish brand that already exists, you will seize opportunities to develop new funding streams whilst ensuring that learners remain at the centre of all that the College does.

For an informal chat and/or an application pack please contact the Personnel Director on 01823 320871 or [ruthw@richuish.ac.uk](mailto:ruthw@richuish.ac.uk). You can also find out more information on our website.

The closing date for applications is 12 noon on 8th February 2013.

*Richard Huish College is committed to safeguarding and promoting the welfare of young people. This post requires a criminal background check via the disclosure procedure. We actively promote equal opportunities and welcome applications from all sections of the community.*

Richard Huish College and Huish Business School,  
South Road, Taunton, Somerset. TA1 3DZ.  
01823 320800 [www.huish.ac.uk](http://www.huish.ac.uk)



**huish**



# The Complete Guide To Funding Apprenticeships

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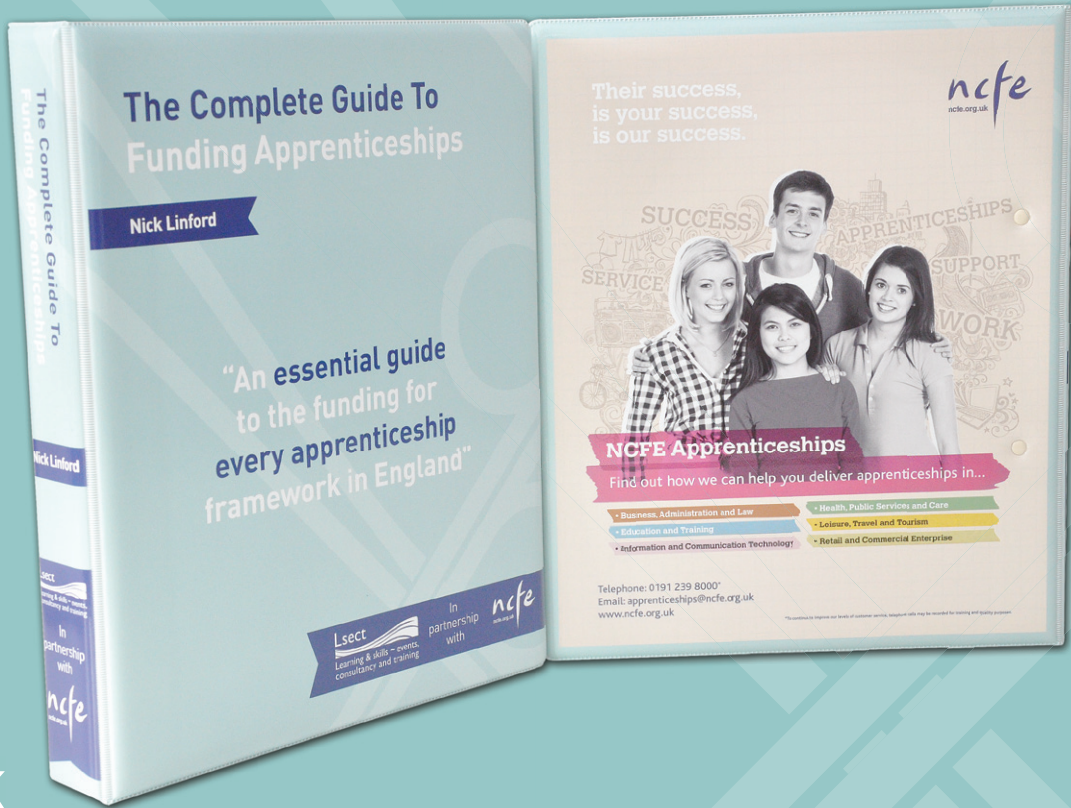
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"This complete guide to funding apprenticeships is an invaluable tool for any organisation that funds and delivers apprenticeships."

Mark Emerson, Head of Information, Systems and Planning at Chelmsford College

Order today from [www.fundingguide.co.uk](http://www.fundingguide.co.uk)



Updated to include new functional skills rates

## FE Week Sudoku challenge

4	1		2			6		5
	5			1		9	8	2
3	2				9			
		3		7				4
	9		6		8		7	
2				9		3		
			7				4	6
1	8	5		4			2	
6		7			3		5	9

Difficulty:  
**EASY**

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Solutions: Next week

2				7		1		
				6		9		2
	6		2			4		
					8	5		
5			6		7			3
		8	4					
		6			3		8	
3		1		2				
		5		1				6

Difficulty:  
**MEDIUM**

## Last Week's solutions

6	7	8	2	4	3	1	5	9
4	5	3	9	7	1	2	6	8
9	2	1	6	8	5	7	3	4
3	4	7	1	6	8	9	2	5
5	9	6	7	3	2	8	4	1
8	1	2	5	9	4	6	7	3
1	8	4	3	2	6	5	9	7
7	6	5	4	1	9	3	8	2
2	3	9	8	5	7	4	1	6

Difficulty:  
**EASY**

3	4	5	1	2	8	6	7	9
1	7	9	4	3	6	5	2	8
2	6	8	5	9	7	1	4	3
4	9	1	7	6	2	3	8	5
8	2	7	9	5	3	4	6	1
5	3	6	8	1	4	7	9	2
6	5	4	3	8	9	2	1	7
7	8	3	2	4	1	9	5	6
9	1	2	6	7	5	8	3	4

Difficulty:  
**MEDIUM**

## FE Week mini-mascot

Follow the adventures of *FE Week's* biggest and smallest fan!



"Mostly this week I've been teaching my little brother, baby Tom, how to ride a bike"

You can also follow our *FE Week* mini-mascot on Twitter @daniellinford